

Customs and Border Protection Officer (Direct Hire)

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

Open & closing dates

🕒 01/01/2018 to 01/31/2018

Salary

\$50,598 to \$110,778 per year

Pay scale & grade

GS 09

Work schedule

Full-Time - Full Time

Appointment type

Permanent

Locations

Many vacancies in the following location:

Location Negotiable After Selection, United States

Relocation expenses reimbursed

No

This job is open to

**The public**

U.S. citizens, nationals or those who owe allegiance to the U.S.

Announcement number

CBPO DH GS9 18-4

Control number

487308900

Duties

Summary

A fully trained Customs and Border Protection Officer (CBPO) is eligible for up to \$45,000 in overtime pay in addition to the starting salary. The starting salary for this position may be higher in certain duty locations, please visit the [OPM website](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/) (<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/>) for salary information.

This is a Direct Hire Public Notice. Category Rating, Veterans Preference and traditional rating and ranking do not apply to this Public Notice.

This is a targeted announcement for applicants with previous or current law enforcement or military experience. See the *Qualifications* section below.

The duty location offered in your final offer may include any location along the Southern Border that meets operational and mission requirements, and critical agency hiring needs for entry level CBP Officers. While the location in this announcement is "Location Negotiable," the following duty locations are most likely to have CBP Officer vacancies at the time of your final offer: [Douglas](http://www.douglasaz.gov/)

(<http://www.douglasaz.gov/>)

*, [Lukeville](http://lukeville.arizona.com/)

(<http://lukeville.arizona.com/>)

*, [Nogales](http://www.nogalesaz.gov/)

(<http://www.nogalesaz.gov/>)

* and [San Luis](http://www.cityofsanluis.org/)

(<http://www.cityofsanluis.org/>)

*, AZ; [Calexico](http://www.calexico.ca.gov/)

(<http://www.calexico.ca.gov/>)

*, CA; [Eagle Pass](http://www.eaglepasstx.us/)

(<http://www.eaglepasstx.us/>)

, TX. Locations designated with * include recruitment incentives. See the *How to Apply* section below for more information.

This is a career ladder position with a grade level progression of GS-9, GS-11, and GS-12. You will be eligible for a promotion to the next higher grade level (without re-applying) once you successfully complete 52 weeks in each grade level (with supervisor approval). For example you could:

- start as a CBPO in June 2018 as a GS-9 and make \$50,598 - \$95,598 per year*
- be promoted in June 2019 to GS-11 and make \$61,218 - \$106,218 per year*
- be promoted in June 2020 to GS-12 and make \$73,375 - \$118,375 per year*

*Please note this example includes a range from minimum locality pay up to maximum potential salary with overtime earnings. Pay rates are based on the [2018 Rest of the United States salary table](https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/) (<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/>) and do not take into consideration higher locality pay where applicable, recruiting incentive or yearly cost of living increases.

Polygraph Information: You must complete and pass a polygraph examination to be eligible for the position. If you are a Veteran and have a TS-SCI clearance, you may be eligible for a polygraph waiver. CBP may accept the results of a prior federal polygraph exam in lieu of a CBP polygraph exam. See the *Additional Information* section below for more information.

Responsibilities

The Department of Homeland Security (DHS) is calling on those who want to help protect American interests and secure our Nation. DHS Components work collectively to prevent terrorism; secure borders and our transportation systems; protect the President and other dignitaries; enforce and administer immigration laws; safeguard cyberspace; and ensure resilience to disasters. We achieve these vital missions through a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career with U.S. Customs and Border Protection (CBP), the sole organization responsible for securing the nation's borders. CBP employees protect our Nation's borders from terrorism, human and drug smuggling, illegal migration, and agricultural pests while simultaneously facilitating the flow of legitimate travel and trade.

The video: [Securing America's Ports of Entry](https://www.cbp.gov/newsroom/video-gallery/video-library/securing-americas-ports-entry)

(<https://www.cbp.gov/newsroom/video-gallery/video-library/securing-americas-ports-entry>)

emphasizes the importance of CBP Field Operations' frontline role in helping CBP accomplish its mission. For more information on CBP's mission, activities, and careers, please visit our website at [CBP.gov](https://www.cbp.gov/) (<https://www.cbp.gov/>)

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Being a Customs and Border Protection Officer makes you a valuable member of the Federal Law Enforcement Officer (LEO) profession. Typical assignments include:

- Enforcing customs, immigration, and agriculture law and regulations;
- Facilitating the flow of legitimate trade and travel;
- Conducting inspections of individuals and conveyances;
- Determining the admissibility of individuals for entry into the United States; and
- Preventing the illegal entry of individuals and prohibited goods and the smuggling of illegal drugs and other contraband

Travel Required

Occasional travel - Travel may be required based on operational needs

Supervisory status

No

Promotion Potential

12

Who May Apply

This job is open to...

United States Citizens

Questions? This job is open to 1 group.

Job family (Series)

[1895 Customs And Border Protection](https://www.usajobs.gov/Search/?j=1895)

(<https://www.usajobs.gov/Search/?j=1895>)

Requirements

Conditions Of Employment

- You must successfully pass a polygraph examination
- You must successfully pass a background investigation
- Convictions of misdemeanor crime of domestic violence are disqualifying
- You must be a U.S. citizen to apply for this position
- You must have resided in the U.S. for the last 3 years
- Referred for selection prior to your 40th birthday (waiver for veterans)
- You must meet job-related medical, fitness and drug-testing standards
- You will be required to work regular and recurring shift work

- You will be required to carry a firearm
- You must have a valid driver's license

Firearm Proficiency: Firearm proficiency is required for all CBP Officers and is part of the training provided.

Current Federal Employees: Current federal employees who apply to this announcement will be required to serve a probationary period in accordance with 5 CFR 315 and may be required to accept a change to lower grade, which may reduce their salary based on Federal pay regulations. Note: If you are a current GS-12 step 1, your salary may be reduced to a GS-9 step 10, which equates to an approximate \$7,597 salary reduction (based on locality). Re-promotion is not guaranteed. Timeframes and grade level re-promotion is at the discretion of the agency and will be subject to a probationary period.

Probationary Period: You must serve a one-year probationary period during the first year of your initial permanent federal appointment to determine fitness for continued employment.

Formal Training: You will complete a paid pre-academy orientation for approximately 30 days at your home port prior to attending the [Federal Law Enforcement Training Center \(FLETC\)](https://www.fletc.gov/glynco-georgia) (<https://www.fletc.gov/glynco-georgia>) for approximately 17 - 19 weeks at Glynco, GA. Candidates selected for duty locations where they are required to be proficient in reading, writing and speaking Spanish will be required to either pass a Spanish language proficiency examination or attend a 6-week long Spanish immersion class at FLETC.

Uniform: This position requires wearing an officially approved uniform while in a duty status.

Residency Requirement: To be considered for this position, an applicant must meet the residency requirement for three years before his or her application by:

1. Residing within the United States or its protectorate or territories; or
2. Working for the U.S. government as an overseas Federal or military employee; or
3. Being a dependent of a U.S. Federal or military employee serving overseas

Exceptions may be granted if you provide complete state-side coverage information regarding participation in "Study Abroad" programs, overseas church missions, or state-side addresses of anyone who worked or studied with you overseas. You must provide information and related documentation during the hiring process.

Driver's License: You must possess a valid driver's license.

All agency employees are required to participate in Direct Deposit/Electronic Funds Transfer for salary payments.

Qualifications

The qualification requirements listed below must be met by the closing date of this announcement.

If you do not have previous or current law enforcement or military experience, you may qualify for the GS-5/7 grade level announcement: [Apply Here](https://www.cbp.gov/careers/apply-now)
(<https://www.cbp.gov/careers/apply-now>)
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You qualify for the GS-9 grade level (starting salary \$50,598 up to \$95,598 with potential overtime) if your supporting documentation shows you possess one of the following:

- a. A minimum of 1 year of specialized full-time work experience that demonstrates the ability to make rapid, accurate judgments and decisions with respect to the application of the regulations, instructions, and procedures for importing and exporting merchandise to and from the United States, or enforcement and administration of laws relating to the right of persons to enter, reside in, or depart from the United States; **OR**
- b. Two full years of graduate level education (equivalent to 36 semester credits or 54 quarter credits) in a field of study related to law enforcement (e.g., criminology, criminal justice, law enforcement, courts and judicial systems, corrections and rehabilitation, justice studies, homeland security, forensic technology and forensic psychology) at an accredited college or university; **OR**

c. Will complete two full years of graduate-level education (equivalent to 36 semester or 54 quarter credits) within 9 months from the closing date of this announcement in a field of study related to law enforcement (e.g., criminal justice, homeland security, justice studies, law enforcement, courts and judicial systems, forensic technology, forensic psychology or corrections and rehabilitation) from an accredited college or university and will upload all official or unofficial transcripts before the closing date of this announcement; **OR**

d. A combination of graduate level education completed in a field of study related to law enforcement (e.g., criminology, criminal justice, law enforcement, courts and judicial systems, corrections and rehabilitation, justice studies, homeland security, forensic technology and forensic psychology) at an accredited college or university **AND** specialized work experience. This will be calculated using your resume and official or unofficial transcripts submitted with your application.

NOTE: To be eligible for overtime, employees must be fully trained.

National Service Experience (i.e., volunteer experience): Refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

Political Appointees: The Office of Personnel Management (OPM) must authorize employment offers made to current or former political appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee in the Executive Branch, you must disclose this information to the Human Resources Office.

Age Requirement: Effective May 1, 2016, the Commissioner of CBP has approved a temporary increase in the maximum allowable age for original placement into a CBPO position; therefore, candidates must be referred for selection before reaching their 40th birthday (increased from age 37). In accordance with Public Law 110-161, this position is covered under enhanced retirement provisions. However, the age restriction may not apply if you are currently serving or have previously served in a federal civilian law enforcement (non-military) position covered by Title 5 U.S.C. 8336(c) or Title 5 U.S.C. 8412(d). This measure will increase the statutorily mandatory retirement to an age of up to 60 to allow individuals the opportunity to complete 20 years of Enhanced Customs and Border Protection service (See U.S.C 8425 (b)(1) and 8335 (b)(1)).

The age restriction does not apply if you are a veterans' preference eligible. For more information on eligibility as a veterans' preference eligible please see the [OPM veterans' guide](https://www.opm.gov/policy-data-oversight/veterans-employment-initiative/vet-guide/) (<https://www.opm.gov/policy-data-oversight/veterans-employment-initiative/vet-guide/>).

Shift Work/Overtime: You must be willing and available to work rotating shifts. You may also be rotated between assignments and work units. You may be required to work overtime on a regular and recurring basis. Fully trained officers may be compensated up to \$45,000 in overtime in accordance with applicable laws and regulations.

Education

Additional information

Polygraph Examination: The BPA position is a polygraph-required position. You must take a polygraph exam and have favorable results in order to continue in the pre-employment process. Please see [Polygraph Examination](https://www.cbp.gov/careers/car/poly) (<https://www.cbp.gov/careers/car/poly>).

Polygraph Reciprocity: CBP may accept the results of a prior federal polygraph exam in lieu of a CBP polygraph exam. You will receive information to request reciprocity in your Background Investigation package.

Polygraph Waiver: Certain veterans may be eligible to obtain a polygraph waiver. You will receive information to request a waiver in your Background Investigation package.

Background Investigation: This position is a sensitive National Security Position and, upon selection, you will be required to undergo, and must successfully pass, a Tier 5 investigation or equivalent for placement and retention in this position. For more information, please see [Background Investigation](https://www.cbp.gov/careers/car/bi) (<https://www.cbp.gov/careers/car/bi>).

Misdemeanor Crime of Domestic Violence: The Border Patrol Agent position is a weapons-carrying position. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition. Therefore, if you have been convicted of a misdemeanor crime of domestic violence, you are not qualified for this position.

Medical/Physical Requirements: This position has medical/physical requirements. Click [here](https://www.cbp.gov/careers/frontline-careers/cbpo#field-content-tab-group-tab-2) (<https://www.cbp.gov/careers/frontline-careers/cbpo#field-content-tab-group-tab-2>) for position specific requirements. You must complete the medical screening process and be found to meet the medical standards for the position. Employees in this position may be required to undergo a medical examination/evaluation at the request of the Agency. If you do not meet the medical standards for the position, you may request a waiver of the medical standard by demonstrating with non-medical information that, with or without reasonable accommodation, you can safely perform the essential duties of the position.

Drug Testing Requirements: This is a drug testing designated position. You must complete and pass a drug test as a condition of employment. Employees are subject to drug testing in compliance with the Agency's Drug-Free Workplace Program.

Physical Fitness Screening: You will be required to successfully pass the Pre-employment Fitness Test-1. Please see the [Pre-employment Fitness Test-1 Readiness Program](https://www.cbp.gov/sites/default/files/documents/CBPO_Pre-Employment_Fitness_Physical_Readiness_Program.pdf) (https://www.cbp.gov/sites/default/files/documents/CBPO_Pre-Employment_Fitness_Physical_Readiness_Program.pdf) for additional information. This is a 6 week program designed to assist you in achieving a level of physical fitness that will help you successfully pass the CBP fitness tests.

Interview Process: You will be required to pass a face-to-face structured interview (SI).

If you receive a conditional offer of employment for this position, you will be required to complete an [Optional Form 306, Declaration for Federal Employment](https://www.opm.gov/forms/pdf_fill/OF0306.pdf) (https://www.opm.gov/forms/pdf_fill/OF0306.pdf),

and to sign and certify the accuracy of all information in your application, prior to entry on duty. False statements on any part of the application may result in withdrawal of offer of employment, dismissal after beginning work, fine, or imprisonment.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

How You Will Be Evaluated

We will review your resume and supporting documentation to ensure you meet the basic qualification requirements. If you meet the minimum qualifications, your experience and training will be rated using an online self-assessment questionnaire that is based on the competencies or knowledge, skills, and abilities listed below. You will receive a score ranging from 70-100 based on your responses. Your entire application package will then be reviewed.

Knowledge, Skills, Abilities and Other Characteristics (KSAOs): Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their ability to perform of these KSAOs in their resume. The KSAOs are:

- Knowledge of CBP laws, regulations, and precedents, as well as CBP Officer processes, techniques, activities and law enforcement procedures to enforce and administer laws related to the arrival and departure of persons, conveyances and merchandise
- Knowledge of proper law enforcement methods including, interrogating, searching, seizing, arresting, and self-defense for use in apprehension of terrorists, illegal aliens, or others suspected of illegal activity
- Ability to control imports and exports to detect and prevent smuggling and fraud
- Ability to perform primary inspection by questioning and observing individuals

Reasonable Accommodations will be provided on a case-by-case basis to qualified individuals with a disability covered by the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, both as amended.

Background checks and security clearance

Security clearance

[Not Applicable](#)

[\(https://www.usajobs.gov/Help/fag/job-announcement/security-clearances/\)](https://www.usajobs.gov/Help/fag/job-announcement/security-clearances/)

Required Documents

Resume: A resume in English is required. It must contain your full legal name, address, phone number, complete work history, a detailed description of your duties, the dates you performed those duties (MM/DD/YY), as well as your hours worked per week. **Note: Most applicants are screened out for insufficient information on their resume.** Please see the [CBP Customs and Border Protection Officer Resume Aid](#) [\(https://www.cbp.gov/careers/join-cbp/which-cbp-career/cbp-officer/cbpo-resume-aid\)](https://www.cbp.gov/careers/join-cbp/which-cbp-career/cbp-officer/cbpo-resume-aid) for specific information and examples.

Assessment Questionnaire: You must submit the online job questionnaire.

Transcripts: Required if basing any part of your qualifications on education and must be in English from an accredited institution. Transcripts from all colleges/universities attended are required. Official transcripts preferred, but will accept unofficial transcripts at the time of application. Official transcripts are required upon receipt of a final offer of employment. Education completed in foreign colleges or universities may be used to meet Federal qualification requirements if you can show that your foreign education is comparable to education received in accredited educational institutions in the United States. It is your responsibility to provide such evidence with your application. See [Recognition of Foreign Qualifications](#) [\(https://www2.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html\)](https://www2.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html) for more information.

Veterans' Preference Documents: If you claim veterans' preference you will be required to submit proof of eligibility (DD 214, Member-4 copy, Certificate of Release or Discharge). Those applying for 10-Point preference must submit documentation that demonstrates preference eligibility. Please see the documentation as listed on the [SF-15](#) [\(https://www.opm.gov/forms/pdf_fill/SF15.pdf\)](https://www.opm.gov/forms/pdf_fill/SF15.pdf)

. *Although Veteran's Preference does not apply to Direct Hire Authority, upon selection Veteran's documentation may be required.

Statement of Service (Certification letter): If you are still on active duty you must submit certification from the Armed Services showing you will be discharged or released from active duty. This certification should be on letterhead of the appropriate military branch of the service and contain (1) the military service dates including the expected discharge or release date; (2) campaign badges and expeditionary medals earned; and (3) the character of service. View more [Veterans' Preference](#) [\(https://www.fedshirevets.gov/job/vetpref/index.aspx\)](https://www.fedshirevets.gov/job/vetpref/index.aspx)

Age Requirement Documents: If you are over the age of 40 you will need to submit proof you are eligible for the position of CBP Officer. If you are claiming an age waiver based on Federal law enforcement service; you must submit copies of your SF-50s reflecting the beginning date and end date of creditable Federal civilian (not military) service under Title 5 U.S.C. 8331(20), and Title 5 U.S.C. 8401(17). Block 30 of your SF-50 should show Retirement Code M or O. If you do not meet the age requirement and you are unable to provide this required documentation, you will not receive consideration under this announcement. If you are claiming an age waiver based on veterans' preference, submit the required Veterans' Preference documents. **Ensure that you enter your creditable service dates in the Job Related Experience field on the Questionnaire.**

Are you claiming special priority selection rights under the Career Transition Assistance Program (CTAP) and/or Interagency Career Transition Assistance Program (ICTAP)? Please submit:

- a copy of your agency notice,
- a copy of your most recent performance rating, and

- a copy of your most recent SF-50, Notification of Personnel Action, noting your current position, grade level, and duty location

Are you a current or former political appointee? If you are or have been a political Schedule A, Schedule C, Non-career SES or Presidential appointee employee you must submit a copy of your applicable SF-50, along with a statement that provides the following information regarding your most recent political appointment:

- Position title
- Type of appointment (Schedule, A, Schedule C, Non-career SES, or Presidential Appointee)
- Agency
- Beginning and ending dates of appointment

Documents must be uploaded as the correct document type or they will not be considered. Example: Resume must be submitted as a Resume. If you fax your documents you must use the [Fax Cover Sheet](https://staffing.opm.gov/pdf/usascoversheet.pdf) (<https://staffing.opm.gov/pdf/usascoversheet.pdf>) and fax to (478)757-3144. You must indicate Vacancy Identification Number LN 2027645 on the fax cover sheet or your documents will not be properly uploaded.

It is your responsibility to verify that information entered, or supporting documents that are uploaded or faxed are received and are accurate. CBP will not modify, change, or contact you regarding the completeness or accuracy of your application. If a document is not legible, you will not be able to view it in Application Manager and you must again upload or fax it by the closing date.

If you are relying on your education to meet qualification requirements:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from [schools accredited by accrediting institutions recognized by the U.S. Department of Education](http://www.ed.gov/admins/finaid/accred/) (<http://www.ed.gov/admins/finaid/accred/>).

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

Benefits

A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding.

- [Benefits for federal employees](https://www.usa.gov/benefits-for-federal-employees#item-36407) (<https://www.usa.gov/benefits-for-federal-employees#item-36407>)
- [Healthcare insurance](https://www.opm.gov/healthcare-insurance/) (<https://www.opm.gov/healthcare-insurance/>)
- [Pay and leave](https://www.usajobs.gov/Help/working-in-government/pay-and-leave/) (<https://www.usajobs.gov/Help/working-in-government/pay-and-leave/>)

DHS offers competitive salaries and an attractive benefits package, including: health, dental, vision, life, and long-term care insurance; retirement plan; Thrift Savings Plan [similar to a 401(k)]; Flexible Spending Account; Employee Assistance Program; personal leave days; and paid federal holidays. Other benefits may include: tuition reimbursement; transportation subsidies; uniform allowance; health and wellness programs; and fitness centers. DHS is committed to employee development and offers a variety of employee training and developmental opportunities.

For more information, visit [DHS Careers](https://www.dhs.gov/homeland-security-careers)

(<https://www.dhs.gov/homeland-security-careers>)

website and select *Benefits*. [Disabled veteran leave](https://www.opm.gov/news/releases/2016/08/newly-established-leave-policy-gives-disabled-veterans-more-time-to-address-medical-issues-1/)

(<https://www.opm.gov/news/releases/2016/08/newly-established-leave-policy-gives-disabled-veterans-more-time-to-address-medical-issues-1/>)

will be available to any Federal employee hired on or after November 5, 2016, who is a veteran with a service-connected disability rating of 30 percent or more.

<https://www.cbp.gov/employees/new-employee-resources/benefits>

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time, or intermittent. Contact the hiring agency for more information on the specific benefits offered.

How to Apply

To begin your online application, sign into USA Jobs or create a USA Jobs account if you do not already have one. Click **Apply** and follow the online prompts to fill out the questionnaire and submit your application. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the *Required Documents* section below for additional information. All application materials must be in English. If you are planning to apply using your phone or tablet, see [Browser Compatibility](https://www.usajobs.gov/Help/faq/troubleshoot/) (<https://www.usajobs.gov/Help/faq/troubleshoot/>).

Applications and supporting documentation will not be accepted by mail or email. The address posted below is for inquiries only. **You may apply only once.** You must submit your resume, application questionnaire, and any supporting documents by 11:59 pm Eastern Time Wednesday, January 31, 2018.

Career Transition Assistance Program (CTAP) and Interagency Career Transition Assistance Program (ICTAP)

Eligibles: If you have never worked for the federal government, you are not CTAP/ICTAP eligible. View information about [CTAP/ICTAP eligibility](http://www.opm.gov/policy-data-oversight/workforce-restructuring/employee-guide-to-career-transition/) (<http://www.opm.gov/policy-data-oversight/workforce-restructuring/employee-guide-to-career-transition/>) on OPM's Career Transition Resources website. To be considered eligible under CTAP and/or ICTAP, you must submit the supporting documents listed under the *Required Documents* section of this announcement.

Applying to this announcement certifies that you give permission for DHS to share your application with others in DHS for similar positions.

DHS uses e-Verify, an Internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about [E-Verify](http://www.dhs.gov/e-Verify) (<http://www.dhs.gov/e-Verify>), including your rights and responsibilities.

View [common definitions](http://dhsconnect.dhs.gov/org/comp/mgmt/dhshr/hr/Documents/JOA_Common_Definitions.pdf) (http://dhsconnect.dhs.gov/org/comp/mgmt/dhshr/hr/Documents/JOA_Common_Definitions.pdf) of terms found in this announcement.

CBP encourages women, minorities, and veterans to apply for an exciting career with U.S. Customs and Border Protection.

Follow U.S. Customs and Border Protection on Twitter **@CustomsBorder**

Duty Locations: In the on-line application, you will be asked to provide your preference for one of the following mission critical locations: [Douglas](http://www.douglasaz.org/)

(<http://www.douglasaz.org/>)

, [Lukeville](http://lukeville.arizona.com/)

(<http://lukeville.arizona.com/>)

, [Nogales](http://www.nogalesaz.gov/)

(<http://www.nogalesaz.gov/>)

and [San Luis](http://www.cityofsanluis.org/)

(<http://www.cityofsanluis.org/>)

, AZ; [Calexico](http://www.calexico.ca.gov/)

(<http://www.calexico.ca.gov/>)

, CA; [Eagle Pass](http://www.eaglepasstx.us/)

(<http://www.eaglepasstx.us/>)

, TX. (Click on each location for more information.) The Southern Border includes the States of: Arizona, New Mexico, Texas, and parts of California, specifically Andrade, Calexico, Otay Mesa, San Ysidro and Tecate.

Locations offered are based on operational and mission requirements, and critical agency hiring needs for entry level CBP Officers as determined by the CBP Office of Field Operations. The above preference locations are expected to have vacancies available at the time of final offer, however, if the duty locations do not have vacancies, you may be offered a duty location in another geographic location along the Southern Border of the United States.

If you accept one of the following duty locations you may be eligible to receive an additional 25% of your salary each year for the first 3 years of employment on top of overtime pay. This incentive only applies to new federal employees and is dependent upon the availability of funds.

- Douglas, Lukeville, Nogales, and San Luis, AZ
- Calexico, CA

Relocations expenses will not be paid. To compare the cost of living data, calculate mortgage scenarios or gather information on communities and schools, see [Relocation Tools](http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx) (<http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx>).

Agency contact information

 CBP Frontline Hiring OFO

Phone

[\(952\)857-2927x2](tel:(952)857-2927x2)
(tel://(952)857-2927x2)

Email

CBPHIRINGDEUCBPO@CBP.DHS.GOV
(mailto:CBPHIRINGDEUCBPO@CBP.DHS.GOV)

[Learn more about this agency](#)
(#agency-modal-trigger)

Address

CBP Frontline Hiring
5600 American Blvd
Bloomington, MN

Customs & Border Protection (CBP): Securing America's Borders

Visit our careers page

Learn more about what it's like to work at Customs and Border Protection, what the agency does, and about the types of careers this agency offers.

<https://www.cbp.gov/careers/>
(<https://www.cbp.gov/careers/>)

Next steps

You will be referred for selection consideration during the announcement open period as you successfully complete the application, online questionnaire, and upload your documents. Your application and supporting documents will be reviewed to determine if you meet the minimum qualifications for the GS-9 grade level. Applicants who successfully complete the application process between **January 1-15, 2018** will be referred first for selection consideration. Applicants who subsequently successfully complete the application process will be referred based on the following application period: **January 16-31, 2018. Please ensure all required documents are uploaded at the time of application.** A valid application does not guarantee selection. Your status will be updated on USAJOBS throughout the process. To check your status, log into your USAJOBS account and go to your home page to view active applications. For detailed status, click on the plus sign (+) next to the announcement. If you meet minimum qualifications, you will be contacted for placement into the hiring process. **Veterans Preference does not apply to direct hire recruitment procedures.**

If you are already in the pre-employment process for the CBP Officer Direct Hire position and you reapply under this announcement and are subsequently referred for a position, your new referral will replace any existing CBP Officer Direct Hire applications at this grade. This may delay your pre-employment processes.

View more information: [applying for federal employment](https://www.opm.gov/faqs/topic/employment/index.aspx?cid=5d9058d6-78fb-42a2-9d2a-9d14c22982f0)
(<https://www.opm.gov/faqs/topic/employment/index.aspx?cid=5d9058d6-78fb-42a2-9d2a-9d14c22982f0>)

Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy And gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) office at OPM](https://www.opm.gov/about-us/our-people-organization/support-functions/equal-employment-opportunity/)
(<https://www.opm.gov/about-us/our-people-organization/support-functions/equal-employment-opportunity/>)
- [Office of Equal Opportunity](http://www.eeoc.gov/eeoc/internal_eeo/index.cfm)
(http://www.eeoc.gov/eeoc/internal_eeo/index.cfm)

Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. Under the Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.
- [Disability Employment - Reasonable Accommodations](https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/)
(<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>)
- [How to contact an agency](https://www.usajobs.gov//Help/how-to/application/agency/contact/)
(<https://www.usajobs.gov//Help/how-to/application/agency/contact/>)

Legal and regulatory guidance

[Financial suitability](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/financial-suitability/)
(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/financial-suitability/>)

[Social security number request](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/social-security-number/)
(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/social-security-number/>)

[Privacy Act](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/privacy-act/)
(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/privacy-act/>)

[Signature & False statements](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/signature-false-statements/)
(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/signature-false-statements/>)

[Selective Service](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/selective-service/)
(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/selective-service/>)

[New employee probationary period](https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/probationary-period/)
(<https://www.usajobs.gov//Help/working-in-government/fair-and-transparent/probationary-period/>)

